

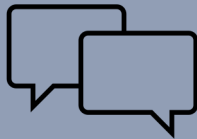
The leader of the transitioning leader also known as the “sponsor” has critical roles to play toward transition success. Some of them are:



Share expectations of the role



Define and communicate transition success



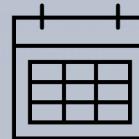
Communicate what you/the org wants the new leader to do/change/improve



Suggest stakeholders the leader should meet with and important events and groups



Provide suggestions on how to build relationships, navigate, and communicate with the organization



Approve transition plans/goals. Hold leader accountable to plans



Validate/approve priorities for the first six months



Provide feedback to the new leader on early performance, behavior, and relationships